

Abstract

Notice of termination of employment in selected EU member states

The diploma thesis analyses the legal regulation of notice of termination from employer's side in the Czech Republic and its comparison with Austrian and German legal regulation of the same institute. Thanks to the comparison it will be possible to reach the aim of the thesis which is to find out how social is the Czech attitude regarding this topic and to discover all the possible differences and similarities among all the three legal regulations.

The first chapter serves as an introduction to the particular national labour legal provisions including the development and describes the main sources of law concerning the labour law.

The pivotal chapter concentrates on individual reasons for dismissal under section 52 of the Czech Labour Code to which the thesis searches for the same or similar legal regulation within the other two legal systems. This chapter is divided into the subchapters as every of them focuses on one group of reasons for dismissal. At the end of each subchapter examples from Austria and Germany are given which prove differences and similarities among the three legal systems. This logic of subchapter arrangement enables easier understanding of individual reasons for dismissal and their examples in all the three compared countries. The thesis does not include characteristics of different employee categories that enjoy special privileges of protection against dismissal.

The final chapter deals with a summary of attitudes of single countries which are compared in the thesis, explains missing reasons for notice unlike the Czech Republic and concludes the diploma thesis with an explanation why the Czech labour law protects employees significantly more than the two other labour systems.

In order to provide readers with a complete scope of the topic, several foreign bibliographies are used including periodical specialized in labour law.